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STATE OF DELAWARE  
**DEPARTMENT OF STATE**  
DIVISION OF PROFESSIONAL REGULATION

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PUBLIC MEETING MINUTES:	<b>BOARD OF CLINICAL SOCIAL WORK EXAMINERS</b>
MEETING DATE AND TIME:	<b>Monday, January 7, 2013 at 9:00 a.m.</b>
PLACE:	861 Silver Lake Boulevard, Dover, Delaware <b>Conference Room A</b> , second floor of the Cannon Building
MINUTES APPROVED	02/04/2013

#### **MEMBERS PRESENT**

Fran Franklin, Professional Member, **President, Presiding**  
Sandra Bisgood, Public Member, **Secretary**  
Florienda Scott-Cobb, Professional Member  
Kyla Teed, Public Member

#### **DIVISION STAFF/DEPUTY ATTORNEY GENERAL PRESENT**

Eileen Heeney, Deputy Attorney General  
Jessica Williams, Administrative Specialist II

#### **MEMBERS ABSENT**

Rochelle Mason, Professional Member, **Vice President**  
Yen-Anh Gibson, Public Member  
Philip Thompson, Professional Member

#### **ALSO PRESENT**

Pat Bailey, AFSCME Council 81  
Jennifer Biddle, Office of Management and Budget  
Amy Bonner, Deputy Director, Human Resource Management  
James Bordly, Council 81  
Zaira Davis, NASW  
Kerry Ferriter, Office of the Public Defender  
Ray Fitzgerald, Deputy Director of DHSS  
Susan Jones, DSCYF  
Vicky Kelly, DSCYF  
Ashley Rice, Office of Management and Budget  
Dr. Marlene Saunders, Delaware State University  
John Shuford, NASW

#### **CALL TO ORDER**

Dr. Franklin called the meeting to order at 9:04 a.m.

#### **REVIEW AND APPROVAL OF MINUTES**

The Board reviewed the November 19, 2012, minutes for approval. Ms. Scott-Cobb made a motion, seconded by Ms. Bisgood, to approve the minutes as written. Motion unanimously carried.

## **UNFINISHED BUSINESS**

### **Discussion Regarding Proposed Statutory Revisions**

Dr. Franklin addressed the public emphasizing that the proposed statutory changes are in draft form currently. She provided a brief synopsis of the proposed changes and advised the Board and members of the public that currently 46 states have multi-level licensure. Dr. Franklin opened the floor for public comments regarding the proposal.

Ray Fitzgerald addressed the Board regarding the proposed revisions. Mr. Fitzgerald stated his reasons as to why he believes the exemption for state employees should remain in place.

Pat Bailey approached the Board, providing a brief explanation as to why the Board should be cautious about removing "social worker" from an individual's title. While some individuals who work for the State do not possess a degree nor practice social worker, their salary code from the Office of Management, reflects that one is a social worker. She believes that changing the mind set of citizens also needs to occur.

Amy Bonner addressed the Board stating that she is very pleased to hear that there is open communication regarding the proposal. Ms. Bonner advised the Board that there are approximately 1200 state positions, based on the proposed definitions that would be impacted with the change. She has requested that the Board consider what the impact would be on employees as well as the fiscal impact, as the classification process can be a domino effect.

Vicky Kelly informed the Board that over 40% of the workforce would be impacted. She advised the Board that from January 2010 until present, there have been 2,300 applicants and less than 4% of those applicants held MSW degrees. Ms. Kelly stated that Delaware is at a significant disadvantage for recruitment, due to fiscal limitations, and has requested that the Board look at the infrastructure of the surrounding states. She believes that if the proposed changes are approved, there will be a significant turnover, which will create an increase in the risk to the public. Ms. Kelly has requested that employees working in the children's department be exempt.

Kerry Ferriter encouraged the Board to review the state classification system to determine which jobs would be affected with the proposed changes.

Dr. Saunders advised the Board that the Department of Social Work at Delaware State University supports the proposed changes. She believes that anyone who is classified for employment purposes as a social worker should be licensed. There are numerous social work schools within a 100 mile radius.

Mr. Shuford submitted written comments but also wished to provide verbal comments. He believes that by eliminating the first sentence of 3904 (a), it may alleviate some of the concerns presented by the state agencies. Mr. Shuford was under the assumption that the proposal was a title protection act. Ms. Kelly advised Mr. Shuford, that the current law is a practice act and the proposal remains a practice act and if one will be providing services that are defined in the proposal one will be required to be licensed. Mr. Shuford stated that the Board can protect the title of social work, but not the practice. He is supportive of the multi-level licensure proposal, as Delaware is losing non-clinical social workers to other states. Mr. Shuford stated by having multi-level licensure, the public will be provided with more protection, and the amount of

applicants applying for positions will increase. He encouraged the Board to propose the changes as a title protection act, which he believes is the Board's intent.

Dr. Saunders advised the Board that special expertise is needed that goes beyond an individual being called a social worker.

Ms. Scott-Cobb stated that there are non-licensed individuals who have been negatively impacted by a state agency. She believes that the proposal will hold individuals accountable.

Ms. Bonner stated that the Board needs to provide a clear intent and expectations. While the Office of Management and Budget can change current job titles, the job duties that are defined in the proposal are still being practiced by non-licensed individuals.

Dr. Franklin thanked all members of the public who addressed their concerns regarding the proposed statutory changes. Dr. Franklin requested that Ms. Bonner be on the ad hoc committee to discuss the concerns raised. In addition, Ms. Bailey requested that an individual from AFSCME Council 81 be on the committee as well.

Ms. Ferriter suggested that the Board go forth with multi-level licensure, but have the ad hoc committee address other issues.

Dr. Franklin stated that she does not want the statistics presented to the Board, to skew what needs to be done to ultimately protect the citizens of Delaware.

Dr. Saunders stated that she believes the proposal can work and that there are also multifaceted issues to be addressed. She stated that Delaware State University is looking in to different ways to educate the public about the social work profession.

Mr. Shuford stated that the profession of social work is so broad, it is important to have a generalist license. He does not believe that Licensed Professional Counselors of Mental Health are qualified to do some of the work of a social worker. The NASW is currently creating continuing education programs for generalists, to support the proposed multi-level licensure.

Dr. Franklin advised the members of the public that an ad hoc committee will be created that that the date and location have not yet been determined. She thanked the members of the public for attending and voicing their concerns.

The Board observed a brief recess from 10:09 a.m. until 10:17 a.m.

Ms. Scott-Cobb moved, seconded by Dr. Franklin, to allow non-Board members to be on the Legislative Committee. Motion unanimously carried. The Legislative Committee will consist of 7 members of the public to be on the Committee, as well as Board members. The Board will invite Dr. Saunders from Delaware State University, Faith Morris from AFSCME Council 81, John Shuford from NASW, Kerry Ferriter from the Office of the Public Defender, Amy Bonner from Human Resource Management, Dr. Vicky Kelly from DSYCF or her designee, and Ray Fitzgerald from DHSS or his designee to be on the Legislative Committee.

The Legislative Committee will be scheduled for February 4, 2013 at 12:00 p.m. in Conference Room B. The purpose of the meeting is to discuss multi-level licensure and the exemption for state employees.

Review Written Concerns Submitted by Carolyn Allen, Delaware Psychiatric Center

The Board reviewed the comments submitted by Ms. Allen. Further discussion will occur during the Legislative Committee meeting which will be held on February 4, 2013.

Review Written Comments Submitted by John Shuford, NASW, Delaware

The Board reviewed the comments submitted by Mr. Shuford. Further discussion will occur during the Legislative Committee meeting which will be held on February 4, 2013.

Review Written Comments Submitted by Amy Bonner, Deputy Director, Human Resource Management

The Board reviewed the comments submitted by Ms. Bonner. Further discussion will occur during the Legislative Committee meeting which will be held on February 4, 2013.

**NEW BUSINESS**

Ratification of Application to Sit for the ASWB Exam – Mary Klesius

Ms. Scott-Cobb made a motion, seconded by Ms. Bisgood, to ratify the application to sit for the ASWB Exam for Mary Klesius. Motion unanimously carried.

Ratification of Application for Licensure by Reciprocity – Jed Kovach

Ms. Scott-Cobb made a motion, seconded by Ms. Bisgood, to ratify the application for licensure by reciprocity for Jed Kovach. Motion unanimously carried.

Review of Application to Sit for the ASWB Exam (Full Board Review Needed) – James Burton

Ms. Scott-Cobb made a motion, seconded by Dr. Franklin, to approve the application to sit for the ASWB Exam for James Burton. Mr. Burton will be notified that he will have two years from the date his application was received by the Division of Professional Regulation to pass the exam. Motion unanimously carried.

Review of Application to Sit for the ASWB Exam (Full Board Review Needed) – Jennifer Morgan

Ms. Scott-Cobb made a motion, seconded by Dr. Franklin, to table the application to sit for the ASWB Exam for Jennifer Morgan for clarification of supervision dates and hours. Motion unanimously carried.

Review of Application to Sit for the ASWB Exam (Full Board Review Needed) – Christopher Smith

Ms. Scott-Cobb made a motion, seconded by Dr. Franklin, to approve the application to sit for the ASWB Exam for Christopher Smith. Motion unanimously carried.

Review Request for Hardship Extension – Jane W. Luke

Ms. Scott-Cobb made a motion, seconded by Dr. Franklin, to approve Jane Luke's request for an extension. The extension for Ms. Luke will expire on February 28, 2013. Motion unanimously carried.

Review Request for Inactive Status – Wendy Burns

Ms. Bisgood made a motion, seconded by Dr. Franklin to approve the inactive status request for Wendy Burns. Motion unanimously carried.

Review Request for Inactive Status – Judith Bradford

Ms. Bisgood made a motion, seconded by Dr. Franklin to approve the inactive status request for Judith Bradford. Motion unanimously carried.

Review Request for Inactive Status – Kathryn Forte

Ms. Bisgood made a motion, seconded by Dr. Franklin to approve the inactive status request for Kathryn Forte. Motion unanimously carried.

Review Request for Inactive Status – Ken Meehan

Ms. Bisgood made a motion, seconded by Dr. Franklin to approve the inactive status request for Ken Meehan. Motion unanimously carried.

Review Request for Inactive Status – Joan Tremain

Ms. Bisgood made a motion, seconded by Dr. Franklin to approve the inactive status request for Joan Tremain. Motion unanimously carried.

Status of Complaints

Dr. Franklin was assigned to complaints 31-04-12, 31-06-12 and 31-07-12.

The Board was advised that Ms. Mason will be assigned to complaint 31-09-12 and Mr. Thompson will be assigned to complaint 31-08-12.

Election of Officers

Dr. Franklin made a motion, seconded by Ms. Scott-Cobb, to nominate Ms. Mason as President. Motion unanimously carried. Ms. Williams will contact Ms. Mason to advise her of the nomination and to see if she accepts it.

Dr. Franklin made a motion, seconded by Ms. Scott-Cobb, to nominate Ms. Scott-Cobb as Vice President. Motion unanimously carried. Ms. Scott-Cobb accepted the nomination.

Dr. Franklin made a motion, seconded by Ms. Scott-Cobb, to nominate Ms. Bisgood as Secretary. Motion unanimously carried. Ms. Bisgood accepted the nomination.

**UNFINISHED BUSINESS**

Sign Final Order from Proposal to Deny Hearing Held on November 19, 2012 Denying Debony Lee to Sit for the ASWB Exam

Ms. Teed and Ms. Scott-Cobb affixed their signatures to the Order. Ms. Gibson and Ms. Mason will be contacted in order for them to schedule a time to affix their signatures to the Order.

Sign Final Order from Proposal to Deny Hearing Held on November 19, 2012 Granting Licensure by Reciprocity for Patrick Chase

Ms. Teed and Ms. Scott-Cobb affixed their signatures to the Order. Ms. Gibson and Ms. Mason will be contacted in order for them to schedule a time to affix their signatures to the Order.

#### Review Previously Tabled Application for Licensure by Reciprocity for Kirsten Suddath

The Board reviewed the previously tabled application for licensure by reciprocity for Kirsten Suddath. Dr. Franklin made a motion, seconded by Ms. Bisgood, to approve the application for licensure. Motion unanimously carried.

#### Review Previously Tabled Application to Sit for the ASWB Exam for Marilyn Lamberth

The Board reviewed the previously tabled application to sit for the ASWB Exam for Marilyn Lamberth. Ms. Scott-Cobb made a motion, seconded by Dr. Franklin, to approve the application to sit for the ASWB Exam for Marilyn Lamberth. Motion unanimously carried.

#### Discussion Regarding Proposed Statutory Revisions

Dr. Saunders requested clarification on the proposed statutory revisions, in regards to the use of the word "clinical". Ms. Kelly advised Dr. Saunders, that it has been noted to remove the word "clinical" from that portion of the proposal. Ms. Kelly will prepare an updated draft of the proposed statutory changes for the Legislative Committee meeting.

Mr. Shuford requested clarification in regards to how many times an individual can take the exam, according to the proposal an individual can only take the exam twice. If an individual fails the exam after the second attempt, they are required to get Board approval to sit for a third time. Ms. Williams informed Mr. Shuford that the reasoning behind the proposal is because currently an individual can take the exam an unlimited amount of times, as long as the Board approves. The Board previously requested information regarding how many times an individual can sit for the exam in other jurisdictions. It was the Board's decision to place a limit on how many times an individual can take the exam.

### **CORRESPONDENCE**

#### Review Correspondence from Professional Boundaries Inc. Re: Remedial Education for Disciplined Licensees

The Board reviewed the correspondence regarding remedial education for disciplined licensees. No action was taken at this time.

#### Review Correspondence from Pascale G. Beauboeuf-Roane Re: Mandatory Criminal History Record Check Form

The Board reviewed the correspondence submitted by Ms. Beauboeuf-Roane regarding then mandatory criminal history authorization to release information form. Ms. Beauboeuf-Roane will be notified that if she does not comply with the mandatory criminal background check, she will be scheduled for a Rule to Show Cause Hearing.

### **OTHER BUSINESS BEFORE THE BOARD (FOR DISCUSSION ONLY)**

Ms. Kelly advised the Board that she is no longer using the last name of Heeney.

### **PUBLIC COMMENT**

There was no public comment.

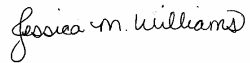
**NEXT MEETING**

The next meeting will be held on February 4, 2013 at 9:00 a.m. in Conference Room B.

**ADJOURNMENT**

Ms. Bisgood made a motion, seconded by Dr. Franklin, to adjourn the meeting. Motion unanimously carried. There being no further business before the Board, the meeting adjourned at 11:45 a.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Jessica M. Williams".

Jessica M. Williams, Administrative Specialist II  
Delaware Board of Clinical Social Work Examiners